PROVISIONS FOR WOMEN

IN

B.C. UNION CONTRACTS

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I INTRODUCTION

The past decade has seen a significant increase in women's labour force participation. In Canada today 44% of women work outside their homes for pay.[1] While women comprise 39.1% of the Canadian labour force they are concentrated in low paying female job ghettos.[2] Despite a growing awareness of the problems and inequities faced by working women the pay gap between men and women continues to increase and the percentage of women working in traditional female occupations has not diminished.

Until recently only a small percentage of working women had the protection of a union contract. In 1963, 13.9% of Canadian women were organized compared to 22.3% in 1973.[3] British Columbia has a long history of union participation which is reflected in a comparatively high rate of unionization. While approximately 28% of Canadian workers belong to unions, 44.9% of British Columbia's workers are organized. This is 51% of working men and 34.6% of working women.[4] In B.C. in the past year union membership among women increased by 15.2%. Increases in female membership during the past ten years has been more than double that of the increase for men. The organization of government workers has accounted for a significant portion of this increase.

Generally, however, unions have failed to organize the large female job ghettos - department stores, the finance industry,

1. Statistics Canada The Labour Force 1975 Annual Averages
2. Armstrong & Armstrong "Women in the Canadian Labour Force" in Canadian Review of Sociology and Anthropology p.370
3. The Women's Bureau, Ontario Ministry of Labour Labour Unions Fact Sheet
4. B.C. Ministry of Labour B.C. Labour Directory 1976

offices, and the service sector. Workers in these areas receive low wages, few benefits, and like other unorganized workers have no job security. Membership in a union has the potential for increasing an employee's salary and usually offers improved working conditions and benefits. The union member has job protection and a procedure whereby she or he can deal with grievances against the employer. The union member cannot be terminated unless the employer can establish that the firing is for 'just cause'.

Union membership, however, has not necessarily meant an end to the inequalities which face the female employee. In response to pressure from women, only recently have unions attempted to deal with the inequities often contained in union contracts. Unions have signed agreements which have allowed for differential wages to be paid to women and men doing substantially similar work. Women have been discriminated against in pension plans, benefits, hiring practices and salaries. Unions have not attempted to make provisions in their contracts which reflect the fact that workers often live in family units and have the responsibility for dependent family members. Women have also been under-represented in all levels of the union structure - as union executives, negotiators, and organizers.

Unions continue to be made aware of the problems faced by their female members and some positive changes have been forthcoming. Some unions have negotiated wage settlements and lump sum payments to eliminate wage disparities. They have also demanded wages which reflect the skilled nature of clerical and secretarial work.

Some of the more progressive provisions for women are contained in the sample of contracts examined in this study.

The purpose of this study is to determine the extent to which unions in British Columbia, with significant female membership, are attempting to meet the needs of their female membership and deal with the problem of discrimination against women in the workplace. The union's collective agreement has been chosen as the vehicle for the assessment of these goals.

II METHODOLOGY

1. The Sample.

There are 21 unions in British Columbia with a female membership of over 1000. Only six of these unions have a female membership which is less than 40% of the total union membership.

From these 21 unions 14 were selected plus the Canadian Air Line Flight Attendants Union (CALFA) which has a female membership of 860 comprising 76% of the union's membership, and the Service Office and Retail Workers Union of Canada (SORWUC), a small feminist union formed to organize women workers. SORWUC has an 85% female membership.

Of the 14 unions with female membership of over 1000, three have over 80% women, five over 60%, and all fourteen over 35%.

All unions were contacted by telephone and asked to provide a copy of their current collective agreement in one or more of their bargaining units. The sample utilizes 22 collective agreements representing sixteen unions.*

2. Assessment of Contracts.

In order to determine the union's attempts to meet the specific needs of its female members and its efforts to deal with discrimination seventeen questions were asked. Five of these questions deal with discrimination, eight with family and maternity provisions, two with

* See Table 1.

benefits for part time workers,[5] one with employment opportunities; and one with union participation.*

5. In 1974 25% of working women were part-time workers, compared to 6% of working men. From Ontario Ministry of Labour Women in the Labour Force Basic Facts.

* See Table 2.

TABLE 1 UNIONS WITH A FEMALE MEMBERSHIP IN B.C. GREATER THAN 1000

Included in sample.	Union	Membership	Percentage women.
*	Registered Nurse's Association of B.C.	18,094	99%
*	B.C. Teachers' Federation	28,415	54%
*	Hospital Employees Union, Local 180	16,513	80%
*	B.C. Government Employees Union	32,764	37%
*	Canadian Union of Public Employees	23,105	37%
*	Hotel and Restaurant	10,882	53%
*	Federation of Telephone Workers of B.C.	9,578	41%
	Public Service Alliance of Canada	12,645	30%
*	Office and Technical Employees Union	8,167	46%
*	Retail Clerks' International Association	7,550	50%
*	Vancouver Municipal and Regional Employees	3,915	62%
*	Health Sciences Association of B.C.	2,800	85%
	Canadian Food and Allied Workers	4,620	42%
	Registered Psychiatric Nurses of B.C.	2,496	75%
*	University and College Employees	2,130	82%
	International Woodworkers of America	41,874	4%
	United Fishermen and Allied Workers	5,794	27%
	Teamsters	18,870	7%
*	Canadian Union of Postal Workers	2,686	49%
	B.C. Interior Fruit and Vegetable Workers	1,809	73%
*	Canadian Food and Associated Services	1,775	57%

Table 2. SAMPLE QUESTIONS BY AREA OF PROVISION

Discrimination	
Does this contract provide -	1. masculine/feminine pronouns ?
	2. no sex discrimination?
	3. human rights protection?
	4. personal rights protection?
	5. access to jobs by either sex?
Family & Maternity	1. maternity leave with full pay?
	2. extended maternity leave?
	3. employer to pay share of benefits during maternity leave?
	4. paternity leave?
	5. adoption leave?
	6. leave for family illness or crisis?
	7. child care facilities or arrangments?
	8. committee to investigate future child care?
Benefits	1. Full or pro rated benefits for part-time employees?
	2. Salary in lieu of benefits for part-time employees?
Employment Opportunities	1. An Affirmative Action Plan?
Union Participation	1. Union meetings during working hours?

Table 3. SAMPLE UNIONS

In the Table of Findings, unions are identified by the numbers assigned in this table.

1. Association of University & College Employees (AUCE) local 1 employer: University of B.C.
2. Association of University & College Employees (AUCE) local 2 employer: Simon Fraser University
3. Canadian Union of Postal Workers (CUPW) employer: Federal Government.
4. Hotel Restaurant & Bartenders Union local 16. employer: B.C. Hotels Association.
5. Retail Clerks Union local 1518. employer: Chain & Independent Operators in B.C.
6. Canadian Food & Associated Services Union. employer: Ernie's Fine Foods.
7. Canadian Food & Associated Services Union.employer: White Spot
8. British Columbia Government Employees Union (BCGEU) employer: B.C.Government.
9. Canadian Union of Public Employees (CUPE) local 881 employer: Vancouver Resources Board
10. Vancouver Municipal Regional Employees Union (VMREU) employer: Vancouver City Hall
11. Canadian Air Line Flight Attendants Assoc.(CALFA) employer: Air Canada
12. Retail Wholesale & Deptartment Store Union local 580 employer: McDonald's Consolidated Ltd.
13. Federation of Telephone Workers of B.C. employer. B.C.Telephone Co.

Table 3. continued.

14. Hospital Employees Union (HEU) local 180 employer: Health Labour Relations Association of B.C.

15. Registered Nurses Association of B.C. (RNA.B.C.) employer: Health Labour Relations Assoc. of B.C.

16. Health Sciences Association of B.C. (HSA) employer: Health Labour Relations Assoc. of B.C.

17. Office and Technical Employees Union local 378 (OTEU) employer: B.C. Hydro and Power Authority

18. Office and Technical Employees Union local 15 (OTEU) employer: Trade union offices.

19. B.C. Teachers Federation (BCTF) employer: School District No.39 Vancouver.

20. Service Office & Retail Workers Union of Canada (SORWUC) employer: Transition House

21. Service Office & Retail Workers Union of Canada (SORWUC) employer: Simon Fraser University Students Association

22. Service Office & Retail Workers Union of Canada (SORWUC) employer: Electrical Trades Credit Union

III FINDINGS OF THE STUDY - RATIONALE FOR SELECTION OF QUESTIONS

Question 1. Does the contract use both masculine and feminine pronouns in the contract language?

The use of the masculine pronoun, without explanation, while it may not affect the substance of the contract, can be seen as an indication of the union's attitude toward its women members. This was confirmed by the fact that half the contracts did not contain such a provision, and these same contracts did not include the clauses pertaining to sex discrimination or human rights. Further, few of the other sixteen provisions were contained in these contracts.

In order for a contract to be rated as including this provision, one of the following had to be used:

a. the term 'employee' was used throughout the contract
b. the term he/she or she/he was used throughout the contract
c. a clause which contained similar wording to the following was included.

BCGEU Article 1 sec 06. Use of Masculine and Singular Terms

> The masculine gender is used throughout this Agreement for convenience only and by no means is intended to exclude female employees from the provisions herein. Wherever the masculine or singular is used, the same shall be construed as meaning the feminine or plural unless otherwise specifically stated.

d. Contracts rated N/A contained clauses specifically stating no discrimination or adherence to the Human Rights Code of B.C.

In total, 11 contracts used one of the above clauses, and 11 contracts contained no provision.

Not all contracts fell into one or the other categories. Two contracts (nos. 6 & 13) require further explanation.

Throughout the findings contracts which contain provisions which are ambiguous or significant in terms of the provision being examined have been rated with a star *.

Contract # 6. Canadian Food and Associated Services Article 1.

> Where the context allows it words denoting the masculine shall include the feminine

This clause is significant in that it is possible that a statement such as - where the context allows - may be used to legitimate inequities in the contract.

Contract # 13 B.C. Federation of Telephone Workers.
This contract uses masculine terms in components where the work force is primarily male and feminine terms where the workforce is primarily female. This probably reflects the segregation of workers at the telephone company.

Question 2. Does the contract state that There Shall Be No Sex Discrimination?

This item was covered in some of the contracts under clauses which referred to equal pay for equal work. The inclusion of such a clause does not guarantee that there will be no sex discrimination. With few exceptions, an equal pay for equal work clause is used to legitimate an already segregated work force in which the jobs performed primarily

by women are less highly valued and remunerated than those performed by men. Since the introduction of equal pay legislation, employers have found many ways to pay differential wages. In most cases, this is done by giving different job titles to substantially similar work which is given minor differences in tasks. It should be remembered that in practice, equal pay for equal work means that if a woman is able to get a job in a traditional male occupation, she will get the same pay as the men. There has been little effort on the part of industry to assess the value of work and pay the employee accordingly. [6]

Of the 22 contracts, eight were rated N/A as this provision was included or covered by the Human Rights clause. Eight contracts had no provision, and six require an explanation.

Contract #4 Hotel and Restaurant Article VIII sec 804

> No employee shall be laid off for the simple reason that the work force is changed from male to female or female to male.

This is not a "no discrimination" clause. On the contrary, it shows that the employer maintains a segregated work force.

Contract #5 Retail Clerks Union. Article K. Equal Pay for Equal Work

> The employer shall not discriminate between male and female employees by paying a female employee less than the rate of pay paid to a male employee for the same work performed in the same establishment.

This contract covers supermarkets where men and women do not perform similar tasks and where women are paid less for the tasks they perform. In case a female employee should notice this fact the contract further states

> A difference in the rate of pay between a female and male employee based on any factor other than sex does not constitute a failure to comply with this provision.

6. For a full discussion of this concept see Equal Pay For Work of Equal Value publication by Ontario Ministry of Labour

Contract #8 BCGEU Clause 27.01

> The employer shall not discriminate between male and female employees by employing a person of one sex for any work at a rate of pay that is less than the rate of pay at which a person of the other sex is employed for similar or substantially similar work.

This clause does attempt to provide equal pay for equal work although it does not deal with the question of work of equal value.

Contract #12 Retail Wholesale and Department Store Union. Sec.13

> Regardless of age or sex equal pay for equal work will prevail if the work ordinarily carried out can be performed without further assistance.

Contract # 15 RNA.B.C. Clause 2901

> The marital status of an employee will not interfere with the employees right to work or right to promotion nor with the employees obligation to the hospital.

This union does not include a sex discrimination or human rights clause.However, it appears that the above provision has been included due to the history of discrimination against married women in this profession.

Question 3. Does the contract include a human rights clause?

The provision of a human rights clause can protect women from discrimination on the basis of sex, marital and family status, and appearance. The B.C. Human Rights Code provides limited protection to the employee but some unions have inserted exterded

protection. Only nine of the 22 contracts had any provision for protection under a human rights clause. Six of the nine provided an extended definition of human rights. To the basic protection of no discrimination with regards to age, race, creed, colour, national origin or sex, they have added political or religious affiliation, sex or sexual orientation, marital status, appearance, or whether she/he has children. This applies to hiring, promotion and wages.

The insertion of appearance is important for women as they are often overlooked for promotion or hiring if they do not fit into societal stereotypes of beauty.

Question 4. Does the contract contain a Personal Rights clause?

Only two of the 16 unions in the sample have provision for personal rights. These unions are AUCE and SORWUC. The inclusion of such a clause is a significant step in protecting the female employee from discrimination and exploitation. This clause allows the employee to utilize their grievance procedure should they be asked to provide services of a personal nature which are not covered in their job description, e.g. run errands, buy lunches, clean the office, drive the employer to work, attend social functions in their free time against their wishes, or provide sexual services for fear of reprisal.

Union representatives have found that employers deny that any of these practices occur and are reluctant to insert this clause.

The Association of University and College Employees have the following Personal Rights Clause in both their contracts.

> The rules, regulations and requirements shall be limited to matters pertaining to the work required of each employee. Employees will not be required to do any work of a personal nature for the employer or representatives of the employer. The employees agree that they will not act in any way which would interfere with normal work requirements.

Question 5. Do job titles imply the sex of the employee?

One of the earliest battles, fought and won, by the current women's movment was against sex segregated want ads. Although advertisements can no longer state the sex of the employee required for the vacant position, the title of the job often implies that persons of a specific sex need only apply. In the sample of contracts, the following job titles occured - waitress, waiter, servicemen, stockman, warehouseman, bus girl, bus boy, grillman, draftsman, transitman, and banana room man(?)

Job titles which imply the sex of the worker may either serve to discourage employees of the opposite sex from applying for positions or may reinforce the segregation within an establishment as management does not bother to promote or transfer employees into positions with titles implying a specific sex. Although the law provides that either sex may apply for positions, the psychological affect of sex restrictive job titles should not be underestimated.

Only six contracts had titles which inferred the sex of the employee.

Question 6. Does the employer provide day care facilities?

Only one employer, Simon Fraser Student Society, makes a provision for daycare in its collective agreement with SORWUC. Although the employer does not provide daycare - it is located at the University - the employer pays 50% of the employee's daycare costs.
The VMREU does not provide day care but was instrumental in the past in setting up the City Hall daycare centre.

Provision of daycare has long been a demand of the women's movement but whether this should be provided by government or the private sector, in the community or at the workplace, is open for discussion. Some union representatives feel that the private sector will never accept that daycare could be their responsibility. There is, however, a growing demand that, where the government is the employer, daycare should be provided at the workplace.

Question 7. Is the employer attempting to provide child care in the future?

Five contracts contained provision for the employer and the employees to investigate the possibilities of providing day care either at the work place or in a community facility. These clauses stated that a committee should be established to investigate the feasibility.

Question 8. Does the contract provide maternity leave with full pay?

Legislation which provides maternity leave witnout loss of seniority and access to Unemployment Insurance Benefits during this time has only recently come into effect. An employee without a union contract

must appeal to the law if she is fired because of pregnancy or denied maternity leave. Provision for maternity leave is important if women are to maintain their attachment to the labour force. However, there is often considerable financial strain placed on a family when the only income during this time is from Unemployment Insurance payments. Some unions have made provision for the employer, upon the employees return to work, to pay the employee the difference between her Unemployment Insurance benefits and her regular salary. Recently the Unemployment Insurance Commission has decided that this provision contravenes their regulations and has stated that it intends to request that any money paid over and above the benefits is to be returned to them. It has yet to take action on this threat.

Only two of the 16 unions have this provision in their contracts. AUCE and SORWUC have obtained this agreement in four out of the five contracts used in this sample.

The AUCE Agreement states:

> Article 35.06 Reimbursement Following Return to Work
> Two (2) months after the employee's return to work the University shall reimburse in a lump sum
> (a) the University's share of benefit premiums, and
> (b) the difference between the UIC Maternity Benefits received and the employee's normal salary for the duration of the UIC Maternity benefit period.

Question 9. Does the contract provide for extended maternity leave?

Maternity leave provides for a period of 16 weeks leave. Many women who do not wish to, or are unable to, provide child care arrangements for a new baby, (and do not want to lose their jobs) would like an extended period of maternity leave. Those unions which provide such

leave usually allow from six months to one year for extended maternity leave. The Advisory Council on the Status of Women has recommended that leave should be available to either parent but as yet no union makes this provision.

Fourteen of the 22 contracts have provision for extended maternity leave.

Question 10. Does the employer continue paying their portion of benefits during maternity leave?

In a non discriminatory contract, all the conditions of employment, except for the employees presence, should be in effect during maternity leave. However, some unions suspend an employee's health benefits while they are on leave. Thus, at a time when an employee is likely to need medical coverage, and is likely to be receiving a small income, she must pay the full contribution to medical and dental plans. Only seven contracts provided for benefits during maternity leave.

Question 11. Does the contract provide paternity leave?

The provision of paternity leave is a reflection of the role of both parents as responsible for their children. Although some unions have claimed a raised consciousness in this area, they have only provided leave for one day - presumeably for the man to bring the woman home from the hospital! Although these contracts have been rated as providing paternity leave, since the day off is listed as such, any contract which provides less than one week for paternity leave must be considered inadequate. Some contracts allow a leave of absence

to be taken for this purpose. This leave was not included in this assessment as it was unpaid and therefore severely restricted an employees opportunity to take the leave.

SORWUC is the only union to provide more than one days paternity leave. In their contract with Simon Fraser Students Society there is provision for two weeks paternity leave.

Contract #19 B.C.T.F. provides for paternity leave up to 10 days but "...with deduction at a pay rate of a substitute whether a substitute is required or not." Presumably this would give the teacher a portion of her/his salary.

Of the five contracts which provide paternity leave at full pay four allow one day of leave. Fourteen contracts have no paternity leave, one has partial leave (BCTF) and two are N/A as they have all female employees.

Question 12. Does the contract provide adoption leave?

An examination of the adoption leave provisions shows that an unusual view of adoption is held by all unions. The only difference between maternity leave requirements and adoption leave requirements - unless an older child is adopted - should be the period of time surrounding the actual delivery of the child. Those unions which have provided adoption leave appear to have equated the requirements of the adoptive parent with those of the child's father, i.e. in all cases, adoptive leave is for the same period as paternity leave. This presumes, in the case of one day leave, that the parent has been able to arrange for next day child care and that the adoptive child does not have the same needs as a non-adopted child.

Question 13. Does the contract provide leave for family illness or crisis?

Traditionally if a child is ill,the mother stays home, loses her wages for the time she is home, and ends up in the statistics which attempt to show that women are unreliable workers. Contracts which provide time off with pay for family illness or a family crisis realistically reflect the fact that most workers are part of a family unit. Those contracts which include this provision allow from 3 to 5 days for this leave. Nine of the contracts have family leave and thirteen do not.

Question 14. Does the contract provide benefits for the part time employee?

This question is included not only because part time employees should be entitled to benefits but because the vast majority of part time employees are women. Although some unions do not provide benefits for part time workers,the majority of unorganized workplaces do not provide benefits. Many employers deliberately employ women for one or two hours a week less than their regular employees, classify them as part time, and so avoid paying benefits. Retail stores are well known for this practice.

Seventeen of the 22 contracts provide for benefits for part time workers. These benefits are either full benefits (the same as a full time employee) or on a pro rated basis. The large number of unions in the sample which include this provision reflects the awareness of unions of the exploitation of the unorganized part time worker.

Question. 15 If the contract does not provide part time benefits are the employees entitled to a percentage of their salary in lieu of benefits?

Only one contract (BCGEU) made this provision for employees instead of

giving the employee benefits. Four of the contracts provided an option for the employee - either benefits or salary in lieu. Four contracts did not provide either part time benefits or a percentage of the employee's salary in lieu of benefits. These four unions were Hotel & Restaurant, CALFA,Retail Wholesale, and the Telephone Workers.

Question 16. Does the contract provide that the employer shall have an Affirmative Action Plan?

Affirmative Action is one method whereby the employer can make up for past discrimination by using a variety of strategies outlined in the Plan. The goal of Affirmative Action is to provide women with access to management positions, training which will lead to advancment, and promotions which have been long overdue. This is a fairly new and somewhat controversial idea but nevertheless two unions have Affirmative Action. These are, the VMREU which is involved in the city hall task force, and SORWUC in their contract with Transition House.

Question 17. Does the contract provide for union meetings during working hours?

At this time, when women still assume the larger portion of family responsibility, it is often difficult for women to attend evening meetings. Further, for women who do not own or have access to a car public transport is the mode of travel. Many women do not like to travel on public transport in the evenings for fear of their safety. As these factors have often served to keep women away from union meetings, one union, SORWUC, has negotiated union meetings during work hours. Other unions might follow this example in the future.

IV CONCLUSIONS

This examination of the collective agreements of 16 unions, of which 14 have a female membership in excess of 1000, has examined 17 contract provisions. These provisions were chosen on the basis that their inclusion in a contract would either serve to prevent discrimination by giving the employee recourse to the grievance procedure should discrimination occur, or meet the specific needs of female employees by recognizing the role of men and women as parents and members of a family.

The following Table is a summary of the findings. The unions are rated on the number of provisions included in their contracts.

TABLE 5 SUMMARY OF FINDINGS

# of Unions	Rating	Name of Union
-	13	-
-	12	-
1	11	SORWUC
1	10	SORWUC (2 contracts)
3	9	AUCE locals 1,2. BCGEU, CUPE
-	8	-
-	7	-
2	6	CUPW, HEU
-	5	-
1	4	VMREU
5	3	Telephone Workers, RNAB.C., HSA, OTEU, BCTF
2	2	Can.Foods & Assoc. Service #6, CALFA
2	1	Can.Foods & Assoc. Service #7, Retail Clerks
2	0	Hotel and Restaurant, Retail Wholesale

Note on rating:
Questions 1,2,3, rated as 1, as did questions 12,13 and 16,17. The highest possible score was 13.
Thus only 6 of the 16 unions had at least 50% of the provisions included in their contracts.

A limitation of the sample was the exclusion of psychiatric nurses and the fruit and vegetable growers union from the sample - both have a high female membership.

There are significant implications for working women when the majority of the major unionized employers of women do not provide the basic benefits outlined in this study. Failure to include family and maternity benefit clauses results in unecessary hardship for families, single parents and women. Lack of anti-discrimination provisions leaves no room for the female employee to protest discrimination in its many forms.

Overall, this study has shown that unions have a long way to go in providing the protections deemed necessary to meet the needs of working women.

Research into the area of women and unions is scarce. Although some unions and labour federations have begun to employ women to service their bargaining units and a few women now hold executive positions in the labour m ovement, the numbers of women holding such positions is nowhere near representative of the female membership.

The Canadian Labour Congress, at their 1976 Convention, set out an action plan to deal with the status of women in unions. This plan provided for research into the problems of women in unions. As yet there is little documentation of women and unions apart from that done by CUPE and the feminist unions, SORWUC and AUCE.

The main limitation of this study is the exclusion of salaries from the questions dealing with female union members. The question of salaries is complex and would involve a separate study which accounts for an assessment of the value of the work being undertaken by the female employee to provide a standard

against which contracts could be measured.

A contract must provide wages which reflect the value of the work being performed as well as the minimal provisions for employees which have been outlined in this study. At present when women's wages are so low - 50%-80% of men's wages[1] it is often necessary to "trade off" some of these clauses during negotiations in order to achieve a living wage for women.

Grace Hartman, President of CUPE presents the dilemma faced by union women:

> "members often have to decide if they will strike to end discrimination or suffer with it until the next round of negotiations. If we strike we are accused of being too militant and destructive. Settle and we face the charge of having abandoned the cause of equality for women." [2]

The membership of the union must be assured that provisions for women are a priority of the union and are not included in the contract proposals only as tokens to be dropped early in negotiations. This assurance is most likely when women negotiate their own contracts for when provisions must be dropped in favour of wages the membership will know that they have not been 'sold out' but that colleagues with their priorities have fought for them.

Further documentation of the response by trade unions to the growing demands of women in the labour force can be found in my papers "Women in the Canadian Labour Force:the Union Response" August 1977, and "The Social History of Women in the Labour Market 1800-1977" June 1977.

1. Gail Cook Opportunity For Choice p.120
2. Grace Hartman "Women and the Unions" p.251

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Union Contracts

Association of University and College Employees and University of B.C.
Association of University and College Employees and Simon Fraser University
Canadian Union of Postal Workers and Federal Government
Hotel Restaurant & Bartenders Union local 16 & B.C. Hotels Association
Retail Clerks Union local 1518 & Chain and Independent Operators in B.C.
Canadian Food and Assoc.Services Union & Ernie's Fine Foods
Canadian Food and Assoc. Services Union & White Spot
British Columbia Government Employees Union & B.C. Government
Canadian Union of Public Employees local 881 & Vancouver Resources Board
Vancouver Municipal Regional Employees Union & Vancouver City Hall
Canadian Air Line Flight Attendants Assoc. & Air Canada
Retail Wholesale & Department Store Union local 580 & McDonald's Consolidated

Federation of Telephone Workers of B.C. & B.C. Telephone Company
Hospital Employees Union local 180 & Health Labour Relations Assn. of B.C.
Registered Nurses Association of B.C. & Health Labour Relations Assn. of B.C.
Health Sciences Association of B.C. & Health Labour Relations Assn. of B.C.
Office and Technical Employees Union Local 15 & Trade Union Offices
B.C. Teacher Federation & School District no.39 Vancouver
Service Office & Retail Workers Union of Canada & Transition House
Service Office & Retail Workers Union of Canada & Simon Fraser Student Society
Service Office & Retail Workers Union of Canada & Electrical Trades Credit Union

Key:
X= provision in contract
O= no provision in contract
*= see explanation
N/A= covered under another provision

TABLE 4 FINDINGS

	contract number																					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Discrimination																						
Masculine/Feminine pronouns	N/A	N/A	N/A	O	O	*	O	X	N/A	O	O	O	*	X	X	O	O	O	N/A	N/A	X	N/A
No sex discrimination	N/A	N/A	N/A	*	*	O	O	*	N/A	O	O	*	O	*	*	O	N/A	O	O	N/A	N/A	N/A
Human Rights clause	X	X	X	O	O	O	O	X	X	O	O	O	O	O	O	O	X	O	O	X	X	X
Personal Rights clause	X	X	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	X	X
Job titles do not imply sex	X	X	X	O	O	X	O	X	X	X	X	O	O	X	O	X	O	X	X	X	X	X
Family & Maternity																						
Maternity leave with pay	X	X	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	X	X
Extended maternity leave	X	X	O	O	O	O	O	X	X	X	X	O	X	X	X	X	O	O	X	X	X	X
Benefits during maternity leave	X	X	O	O	O	O	O	X	X	O	O	O	X	O	O	O	O	O	O	X	O	X
Paternity leave	O	O	X	O	O	O	O	X	X	O	O	O	O	X	O	O	O	O	*	N/A	X	N/A
Adoption leave	O	O	X	O	O	O	O	X	X	O	O	O	O	O	O	O	O	O	*	O	X	X
leave for family illness or crisis	X	X	X	O	O	O	O	X	X	O	O	O	X	X	O	O	O	O	O	X	X	O
Provision for child care	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	X	O
Attempt to establish child care	X	X	O	O	O	O	O	X	O	X	O	O	O	O	O	O	O	O	O	X	N/A	O
Benefits for part time																						
Benefits for part time employees	X	X	X	O	X	X	X	X	X	X	O	O	O	X	X	X	X	X	X	O	X	X
% salary in lieu part time benefits	N/A	N/A	N/A	O	X	N/A	N/A	X	X	N/A	O	O	O	N/A	N/A	N/A	X	N/A	N/A	X	N/A	N/A
Employment Opportunities																						
Affirmative Action Plan	O	O	O	O	O	O	O	O	O	X	O	O	O	O	O	O	O	O	O	X	O	O
Union Participation																						
Union meetings during work time	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	X	X	X